

| New Grade Structure | | Spinal Point | 2011/12 Salary (£'s) | 2011/12 Hourly Rate | Old pay scales | |
|--------------------------------|----|--------------|----------------------|---------------------|----------------|---------|
| | | | | | APT&C | Manual |
| GRADE A UP TO 275 POINTS | | 5 | 12,312 | 6.3816 | | Grade 2 |
| | | 6 | 12,489 | 6.4734 | | Grade 3 |
| | | 7 | 12,787 | 6.6278 | | Grade 4 |
| GRADE B 276 - 309 POINTS | 8 | 13,189 | 6.8362 | Grade 5 | | |
| | 9 | 13,589 | 7.0435 | Grade 6 | | |
| | 10 | 13,874 | 7.1913 | | | |
| GRADE C 310 - 345 POINTS | | 11 | 14,733 | 7.6365 | Scale 2 | |
| | | 12 | 15,039 | 7.7951 | | |
| | | 13 | 15,444 | 8.0050 | | |
| GRADE D 346 - 381 POINTS | | 14 | 15,725 | 8.1507 | Scale 3 | |
| | | 15 | 16,054 | 8.3212 | | |
| | | 16 | 16,440 | 8.5213 | | |
| GRADE E 382 - 417 POINTS | | 17 | 16,830 | 8.7234 | Scale 4 | |
| | | 18 | 17,161 | 8.8950 | | |
| | | 19 | 17,802 | 9.2272 | | |
| GRADE F 418 - 455 POINTS | | 20 | 18,453 | 9.5647 | Scale 5 | |
| | | 21 | 19,126 | 9.9135 | | |
| | | 22 | 19,621 | 10.1701 | | |
| GRADE G 456 - 499 POINTS | | 23 | 20,198 | 10.4692 | Scale 6 | |
| | | 24 | 20,858 | 10.8113 | | |
| | | 25 | 21,519 | 11.1539 | | |
| GRADE H 500 - 541 POINTS | | 26 | 22,221 | 11.5177 | SO1 | |
| | | 27 | 22,958 | 11.8997 | | |
| | | 28 | 23,708 | 12.2885 | | |
| GRADE I 542 - 577 POINTS | | 29 | 24,646 | 12.7747 | SO2 | POA |
| | | 30 | 25,472 | 13.2028 | | |
| | | 31 | 26,276 | 13.6195 | | |
| GRADE J 578 - 619 POINTS | | 32 | 27,052 | 14.0218 | POB | |
| | | 33 | 27,849 | 14.4349 | | |
| | | 34 | 28,636 | 14.8428 | | |
| GRADE K 620 - 655 POINTS | | 35 | 29,236 | 15.1538 | POD | POC |
| | | 36 | 30,011 | 15.5555 | | |
| | | 37 | 30,851 | 15.9909 | | |
| GRADE L 656 - 691 POINTS | | 38 | 31,754 | 16.4589 | POE | |
| | | 39 | 32,800 | 17.0011 | | |
| | | 40 | 33,661 | 17.4474 | | |
| GRADE M 692 - 735 POINTS | | 41 | 34,549 | 17.9077 | POF | |
| | | 42 | 35,430 | 18.3643 | | |
| | | 43 | 36,313 | 18.8220 | | |
| GRADE N 736 UPWARDS | | 44 | 37,206 | 19.2849 | POG | |
| | | 45 | 38,042 | 19.7182 | | |
| | | 46 | 38,961 | 20.1945 | | |
| | | 47 | 39,855 | 20.6579 | Snr Mgr | |
| | | 48 | 40,741 | 21.1171 | | |
| | | 49 | 41,616 | 21.5707 | | |
| | | 50 | 42,459 | 22.0076 | | |
| | | 51 | 43,337 | 22.4627 | | |
| | | 52 | 44,191 | 22.9054 | | |
| | | 53 | 45,050 | 23.3506 | | |
| | | 54 | 46,744 | 24.2287 | | |
| | | 55 | 49,147 | 25.4742 | | |
| | | 56 | 51,538 | 26.7135 | | |
| | | 57 | 53,935 | 27.9559 | | |